

A court authorized this notice. This is not a solicitation from a lawyer.

NOTICE OF CLASS ACTION SETTLEMENT

IF TRULIEVE, INC. OBTAINED YOUR BACKGROUND CHECK AND AN ADVERSE EMPLOYMENT ACTION WAS TAKEN AGAINST YOU, YOU ARE ELIGIBLE TO PARTICIPATE IN A CLASS ACTION SETTLEMENT

YOUR LEGAL RIGHTS WILL BE AFFECTED BY THE SETTLEMENT OF THIS LAWSUIT. PLEASE READ THIS NOTICE CAREFULLY. IT EXPLAINS THE LAWSUIT, THE SETTLEMENT, AND YOUR LEGAL RIGHTS.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
HOW TO GET PAID FROM THE SETTLEMENT	The Settlement Fund is \$60,500.00. There are approximately 1,000 persons in the Settlement Class. If you timely return the attached Claim Form or file a claim through the Settlement Website and the Court grants final approval of the Class Settlement, you will be sent a Settlement Check. The amount of your Settlement Check will be determined by dividing: 100% of the Settlement Fund less administrative costs and Class Counsel’s litigation expenses by the number of Class Members that timely return claim forms to the Class Settlement Administrator. THE CLAIM FORM MUST BE RECEIVED BY THE CLASS SETTLEMENT ADMINISTRATOR NO LATER THAN JULY 18, 2022 .
IF YOU DO NOTHING	If the Court approves the settlement and you do nothing, you will be releasing your claims and you will not receive your share of a class action settlement. The Full Release and Released Parties are available on the Settlement Website, www.lyttlefcraclassaction.com .
IF YOU EXCLUDE YOURSELF FROM THE SETTLEMENT	You have the right to exclude yourself from the settlement completely (“opt out”). You can opt out by following the instructions on the Settlement website. You will not receive any monetary payments from the Settlement. You will not have any right to object, but you will not be bound by the terms of this Settlement and will retain your right to file your own lawsuit. The opt out deadline is July 18, 2022 .

If you do not exclude yourself, you may object to the settlement. You can remain in the Settlement Class but file written objections to the Settlement. The Court will consider the objections in deciding whether to approve the Settlement. Instructions for mailing an objection are on the Settlement Website. If the Settlement is approved, you will not be able to sue Trulieve, Inc. for claims relating to an adverse employment action due to a background check when you applied for a job.

What is this lawsuit about?

This lawsuit is pending in the United States District Court for the Middle District of Florida. Logan Lyttle (the “Plaintiff”), sued Trulieve, Inc. in this class action case (*Lyttle v. Trulieve, Inc.*, 8:17-CV-02313-CEH-TGW) alleging that it violated the Fair Credit Reporting Act (the “FCRA”), 15 U.S.C. §1681b(b)(3)(A), by taking an adverse employment action, in whole or in part, based on information contained in a consumer report, against applicants and employees without first providing notice, a copy of the report or summary of rights. Trulieve, Inc. contends that its procedures did not violate the FCRA and did not willfully violate the FCRA.

This “Adverse Action Class” is defined to include:

All Trulieve applicants and employees in the United States against whom adverse employment action was taken, based, in whole or in part, on information contained in a consumer report obtained within two years preceding the filing of this action through the date of final judgment, who were not provided notice, a copy of their report or summary of rights pursuant to § 1681b(b)(3)(A).

Who are the Attorneys representing the Class and how will they be paid?

The Court has appointed lawyers to represent the Class, but you may enter an appearance in the case through an attorney if you want. If you do so, you will have to pay for your own lawyer.

The attorneys who have been appointed by the Court to represent the Class are:

**Marc R. Edelman, Esq.
Morgan & Morgan, P.A.
201 N. Franklin Street, Suite 700
Tampa, FL 33602-5157
813-223-5505**

**Brandon J. Hill, Esq.
Luis A. Cabassa, Esq.
Wenzel Fenton Cabassa, P.A.
1110 North Florida Ave., Suite 300
Tampa, FL 33602
813-224-0431**

Subject to the Court's approval, Trulieve, Inc. has agreed to compensate Class Counsel for its attorney's fees, up to \$236,500.00. This payment is not being paid from the Settlement Fund, so it will not affect your individual recovery. However, Class Counsel will be seeking reimbursement from the Settlement Fund for litigation expenses and costs incurred to prosecute this action, subject to the Court's approval. Trulieve, Inc. has also agreed to pay Logan Lyttle \$3,000.00 as consideration for executing a full release of *all* claims he may have against Trulieve, Inc., including those not asserted in this action. The payment to Lyttle will not affect your recovery as it is not being paid from the Settlement Fund.

What rights am I giving up in this settlement?

Unless you exclude yourself from this settlement, you will be considered a member of the Class, which means you give up your right to sue or file a lawsuit against Trulieve, Inc. regarding its alleged failure to provide pre-adverse action notice when using consumer reports for employment purposes. Giving up your legal claims is called a release. The released parties collectively include Trulieve, Inc., and its related companies, officers and attorneys its officers, trustees, employees, attorneys, insurers, agents, servants and representatives, whether in their individual or official capacities. You will be releasing these parties from all claims related to Trulieve, Inc.'s alleged failure to provide you with pre-adverse action notice before it took an adverse employment action against you.

If I chose to do so, how do I exclude myself from the settlement?

If you wish to be excluded, you must mail a written request for exclusion to the Settlement Administrator at:

Lyttle v Trulieve, Inc.
c/o Settlement Administrator
PO Box 23680
Jacksonville, FL 32241-3680
(888) 267-0133

Your request for exclusion must be in writing and postmarked on or before **July 18, 2022**. The request must state: "I do not want to be part of the Class in *Lyttle v. Trulieve, Inc.*, 8:19-cv-02313-CEH-TGW." The request should be signed, with your name, address, and telephone number printed below your signature. The address you use should be the address to which this notice was mailed, so that you can be properly identified. However, if you have a new address, please inform us of the new address so we can make the change in the Class List.

When and where will the Court decide whether to approve the settlement?

The Court will hold a Fairness Hearing on **August 18, 2022, at 11:00 a.m.** The hearing will be held in the United States Federal Courthouse for the Middle District of Florida, located in Tampa, Florida. At the Fairness Hearing, the Court will consider whether the proposed settlement is fair, reasonable, and adequate. The Court will hear objections to the settlement, if any. We do not know how long the Court will take to make its decision. In addition, the hearing may be continued at any time by the Court without further notice to you.

Where can I get additional information?

This notice is only a summary of the proposed settlement of this lawsuit. Certain pleadings and documents filed in Court, including the Settlement Agreement, may be reviewed or copied in the Clerk's Office or by visiting the website www.lyttleforaclassaction.com.